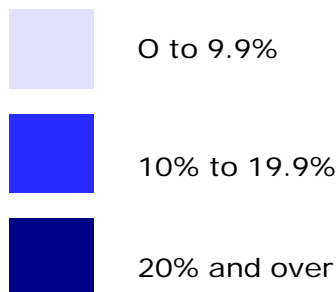
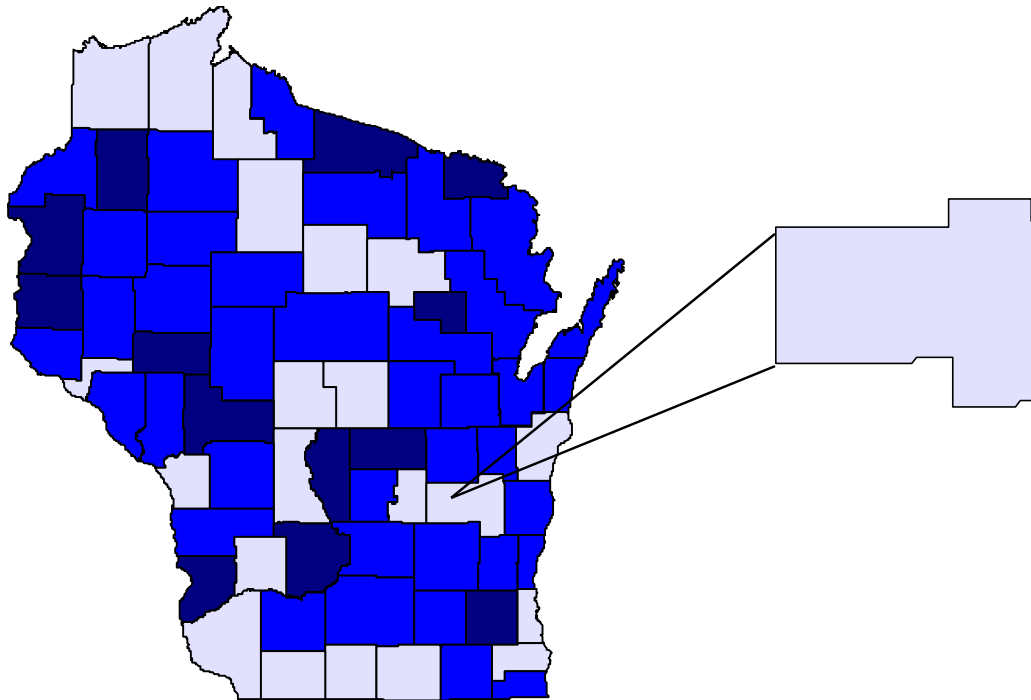


# Fond du Lac County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development  
Division of Workforce Solutions  
Bureau of Workforce Information  
October 2001



State of Wisconsin  
Department of Workforce Development

## Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Fond du Lac County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

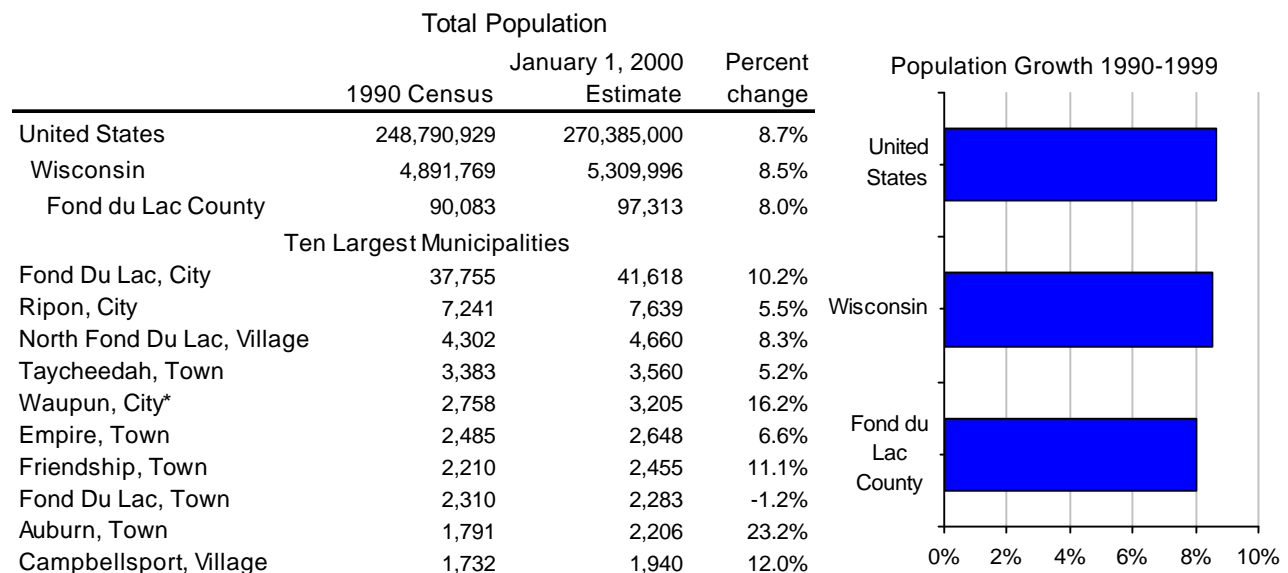
A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

For more detailed information or clarification, please contact your local labor market analyst,  
Dan Curtin, by telephone (920-232-6270) or email ([curtid@dwd.state.wi.us](mailto:curtid@dwd.state.wi.us)).

DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

## Fond du Lac County Population and Civilian Labor Force

Fond du Lac County's population has increased an estimated 8.0 percent between the time of the 1990 census and the 2000 population estimates. Fond du Lac County has grown more slowly than Wisconsin and the United States. The growth rate in the county, while slower than surrounding counties, is positive. When the population growth is considered with the job growth and the quality of life issues, it appears that Fond du Lac County is in a very enviable position for future growth. The marketing of the area by economic developers in the county is a major factor influencing steady, solid growth, and will generate more in-migration, which will have a positive impact relative on the labor shortage. The Town of Auburn had the largest population growth rate during this period, 23.2 percent. The City of Waupun grew by over 16 percent in between 1990 and the 2000 estimates. Approximately one third of Waupun's population is in Fond du Lac County. The other two-thirds reside Dodge County.

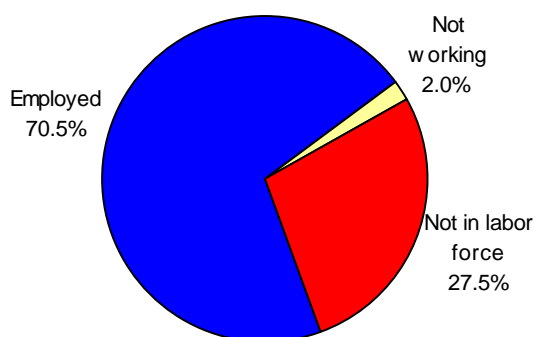


\* Fond du Lac County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The labor force is the sum of employed and unemployed persons who are 16 years old and older. (Readers should bear in mind that many people who are not working are not included in the Bureau of Labor Statistics definition of unemployed. People who choose not to work, or have become discouraged and stopped looking for work, are not included.) As Fond du Lac County's population was increasing by 8.0 percent, the labor force declined by 2.0 percent. The difference between labor force growth rate and the total population growth rate indicates a change in the composition of the population. The decline in number of workers in the labor force (that portion of the labor force that was working) was in the 25-39 age cohort. That particular age cohort is very mobile, and they generally are the more educated part of the labor force. Hence, they often are the largest part of out-migration: either out of the county's labor force, or even out of the state for better employment opportunities.

1999 Labor Force Participation



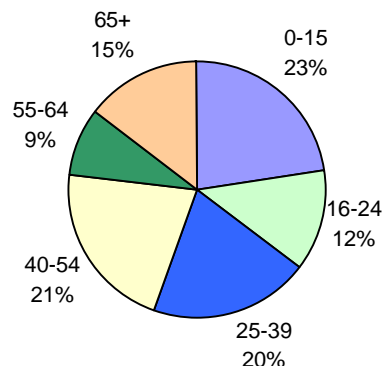
The term used to describe the relationship between the labor force and population is the "participation rate". Fond du Lac County has a larger participation rate than does the State of Wisconsin and the United States. Fond du Lac County's labor force participation rate is 75.2 percent. The United State's participation rate is 67.1 percent, while the state's rate is 72.3 percent. Participation rates are often partly the result of the economic conditions of an area and partly the result of the demographic conditions of an area. The portion of the working age population listed as not in the labor force includes: retirees, invalids, handicapped people who choose not to work, stay at home parents, and others who elect not to be available for work.

Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

The 38.3 percent increase in labor force aged population between the ages of 40 and 54 is the result of the aging of baby-boomers. Of major significance to employers has been the slow growth in the number of younger workers. Slow growth in the number of 16 to 24 year olds (6.1 percent growth rate) and an increase in the number of businesses which traditionally hire large numbers of young workers has contributed to a tight labor supply in recent years. Population loss in the 25-39 age group reflects some out-migration during the slow economy in the early 1980s, but also the movement of baby boomers into the older groups.

Fond du Lac County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	22,030	22,113	0.4%
16-24	11,389	12,082	6.1%
25-39	21,178	19,552	-7.7%
40-54	15,021	20,777	38.3%
55-64	7,788	8,499	9.1%
65+	12,678	14,291	12.7%



Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau

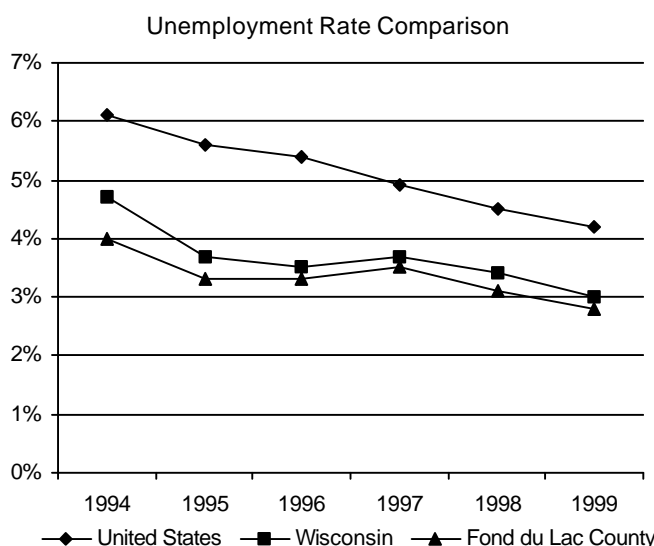
Fond du Lac County Civilian Labor Force Data

	1994	1995	1996	1997	1998	1999
Labor Force	54,400	54,700	55,500	55,300	54,800	53,100
Employed	52,200	52,900	53,700	53,400	53,100	51,700
Unemployed	2,200	1,830	1,840	1,940	1,690	1,470
Unemployment Rate	4.0%	3.3%	3.3%	3.5%	3.1%	2.8%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

In the past five years, the number of jobs in Fond du Lac County (based on place of work) has increased from 44,346 to 46,816, an increase of 2,470 jobs. During that same period, the number of people in Fond du Lac County who identify themselves as employed (based on place of residence) has declined from 52,200 to 51,700, a decrease of 500. The difference between the two numbers may indicate a small change in commuting patterns, as well as a decline in self-employment in this time of severe economic competition.

Fond du Lac County's job growth (nonfarm) over the five year period has been 5.6 percent. Job growth has increased at a lesser rate than the population (8.0 percent), unlike some of the neighboring counties. The modest level of job growth has been sufficient to keep the county's unemployment rate consistently be-



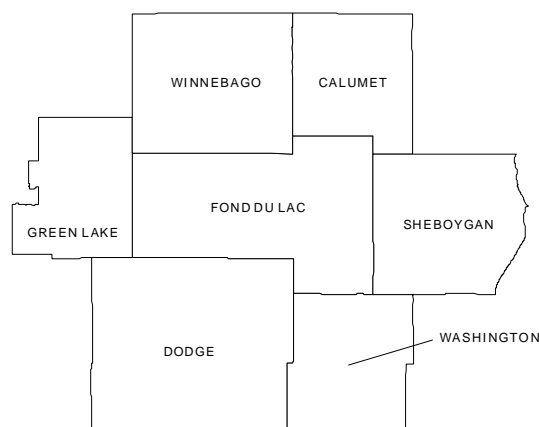
Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

## Fond du Lac County Commuting Patterns

	Commute Into	Commute From	Net Commute
Dodge County	3,911	831	-3,080
Winnebago County	1,925	1,316	-609
Washington County	1,710	0	-1,710
Sheboygan County	752	275	-477
Green Lake County	450	1,437	987
Elsewhere	2,193	794	-1,399
Total	10,941	4,653	-6,288

Work in Fond du Lac Co 33,257

Source: WI DWD, BWI. Wisconsin's Commuting Patterns, 1994.



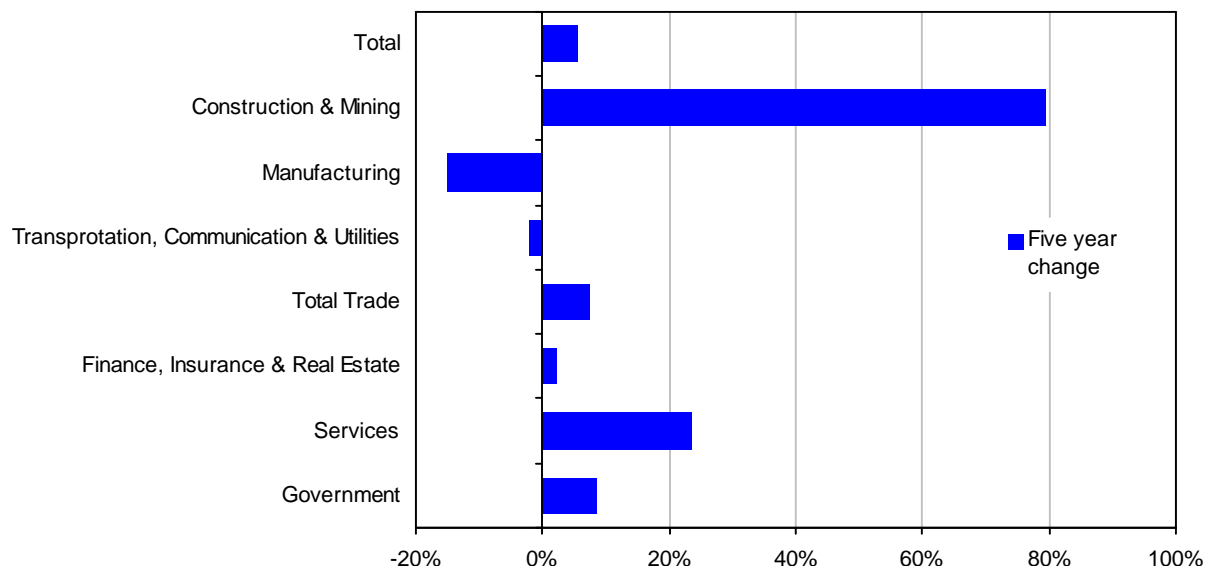
Fond du Lac County workers are very mobile. Of residents who have jobs, 37.8 percent commute out of Fond du Lac County to their place of work. There are over 6,000 more workers traveling out of the county for jobs than into the county to work.

The largest number of outbound commuters go to jobs in Dodge County (3,911). The second largest group go to Winnebago County (1,925), but others travel as far north as Outagamie County (186) and as far south as the Milwaukee Metro area (1,373). Nearly 600 travel to good manufacturing jobs in Calumet County, and over 700 drive to jobs in Manitowoc County.

This commuting out of the county to work suggests that Fond du Lac County offers a good quality of life, and it is true that people are moving to the county but keeping their jobs in the Milwaukee area, or to the north as far as Outagamie County. The trip in either direction is facilitated by the 65 mile an hour speed limit on U.S. Highway 41. In recent years a lot of the cross traffic between Fond du Lac and Milwaukee has been eliminated by construction of overpasses, and that makes rush-hour traffic more tolerable.

The typical commuter to the Milwaukee area is a technical or professional worker. These people find the costs of maintaining residence in Fond du Lac much more conducive to a family's economic health (in addition to the overall quality of life advantages of this area) than trying to keep up with the many costs inherent with living in the Milwaukee area.

## Fond du Lac County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change	
<b>Total</b>	44,346	44,737	44,480	44,969	45,864	46,816	2.1%	5.6%
<b>Goods Producing</b>	16,634	16,617	15,789	15,483	15,436	15,805	2.4%	-5.0%
Construction & Mining	1,740	1,861	2,202	2,562	2,659	3,124	17.5%	79.6%
Manufacturing	14,894	14,756	13,587	12,921	12,777	12,681	-0.7%	-14.9%
Durable	8,441	8,851	8,674	8,554	8,400	8,243	-1.9%	-2.3%
Nondurable	6,452	5,905	4,913	4,367	4,377	4,438	1.4%	-31.2%
<b>Service Producing</b>	27,712	28,121	28,692	29,486	30,428	31,010	1.9%	11.9%
Transportation, Communications & Utilities	2,035	1,954	1,994	2,013	1,990	1,996	0.3%	-1.9%
Total Trade	10,043	10,187	10,223	10,643	10,921	10,804	-1.1%	7.6%
Wholesale	1,549	1,658	1,632	1,688	1,740	1,779	2.3%	14.9%
Retail	8,494	8,529	8,591	8,955	9,181	9,025	-1.7%	6.2%
Finance, Insurance, and Real Estate	1,513	1,515	1,509	1,538	1,580	1,543	-2.3%	2.0%
Services & Misc.	9,004	9,108	9,549	9,809	10,468	11,120	6.2%	23.5%
Total Government	5,118	5,356	5,417	5,483	5,469	5,546	1.4%	8.4%

Source: WIDWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Nonfarm wage and salary employment measures the number of jobs within a county excluding agricultural, military, and self-employed workers. This data measures the number of jobs within the county without consideration of where the job-holder lives. Thus, this information is often referred to as "place of work" data. Fond du Lac County has a very large number of residents who commute outside of the county to their jobs; this is the most significant reason why the labor force in Fond du Lac County was larger than the number of jobs within the county during 1999.

Manufacturing is alive and very well in Fond du Lac County. Manufacturing industries account for 27.1 percent of the nonfarm wage and salary employment in the county. The data in the above chart indicates a loss in manufacturing of over 14.0 percent due to losses in nondurable goods. This resulted from a reporting problem in the data series. There was in fact a relative growth in manufacturing that was over 20 percent during the five-year period (see the table on page six of this publication). During the past year however there has been a slowdown in Manufacturing, which resulted in many durable goods industry layoffs.. Construction, Real estate, services, wholesale trade, and government all demonstrated strong relative job growth, and it is these sectors that grow as consumer demand increases. This all suggests that Fond du Lac County is poised for growth, but also for change as the labor market becomes more oriented towards a service economy, like the rest of the state.

# Fond du Lac County's Largest Industries and Employers

## Top 10 Industry Groups

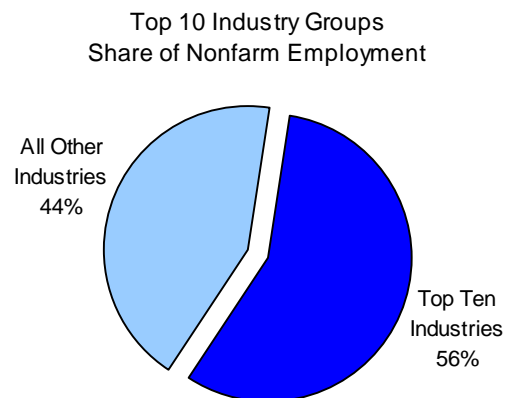
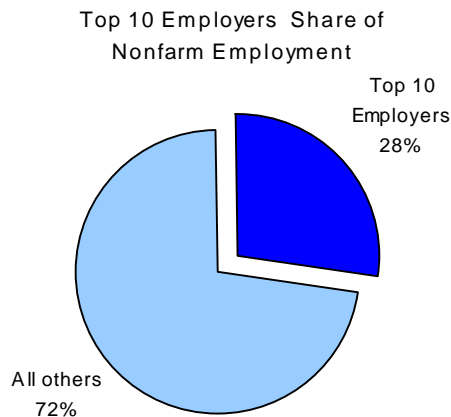
Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Industrial Machinery And Equipment	28	5,265	-23	112
Health Services	109	3,818	292	761
Educational Services	23	3,657	151	261
Eating And Drinking Places	154	3,342	122	172
Paper And Allied Products	*	*	*	*
Food And Kindred Products	*	*	*	*
Executive, Legislative, And General	32	1,759	-69	-26
Special Trade Contractors	163	1,470	-1	243
Automotive Dealers & Service Stations	72	1,323	120	273
Trucking And Warehousing	97	1,305	90	292

\*data suppressed to maintain confidentiality

## Top 10 Employers

Company	Product or Service	Size
Brunswick Corp	Outboard Marine Engines	1000+
Intl Paper Co	Paperboard products	1000+
Agnesian Healthcare Inc	Health Care Services	1000+
Giddings & Lewis LLC	Machine Tool Manufacturing	1000+
County Of Fond Du Lac	County Government Services	500-999
Fond Du Lac School District	Public School System	500-999
Alliance Laundry Systems LLC	Washing Machines	500-999
Moraine Park Technical College	Education Services	500-999
Ripon Foods Inc	Cookie Manufacturing	250-499
Brenner Tank, Inc.	Custom Tank Fabrication	250-499

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.



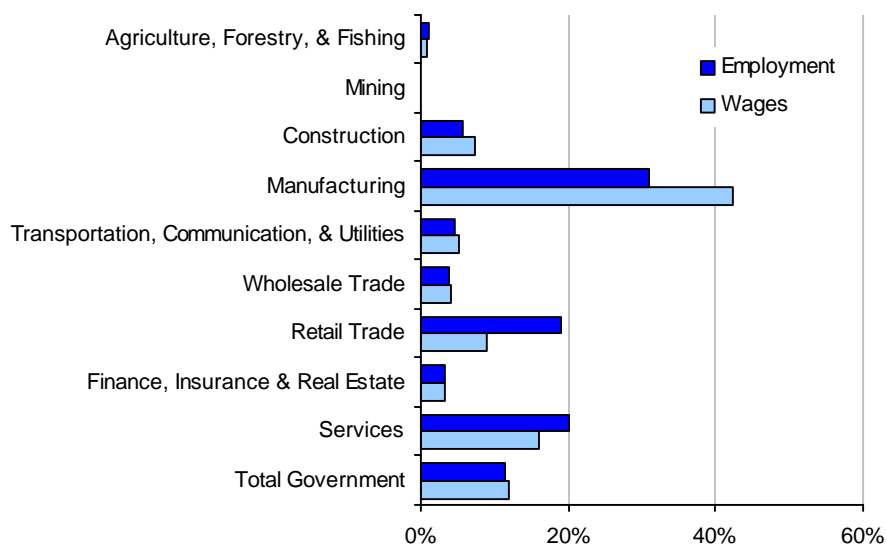
There were a total of 2,373 private sector employers in Fond du Lac County at the end of 1999. The top ten private sector employers employ 28 percent of all workers working in the county. Six of the ten largest employers (private and public) are in the manufacturing sector. However, only three of the ten largest industry groups are in manufacturing.

Industrial machinery and equipment is the largest industry within Fond du Lac County. Fond du Lac County is home to such world class industries as Mercury Marine (Brunswick Corp.) and Giddings and Lewis. The Ripon area is home to other famous manufacturing names, like Ripon Foods (Rippin' Good Cookies) and Alliance Laundry Systems (known locally as Speed Queen).

## Fond du Lac County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$28,176	\$29,609	95.2%	2.6%	19.1%	46,736
Agriculture, Forestry, & Fishing	\$18,056	\$21,499	84.0%	7.9%	25.2%	501
Mining	*	\$39,968	*	*	*	*
Construction	\$36,913	\$36,772	100.4%	-0.7%	22.7%	2,602
Manufacturing	\$38,364	\$37,773	101.6%	3.6%	20.2%	14,528
Transportation, Communications, & Utilities	\$31,304	\$34,523	90.7%	1.1%	11.2%	2,137
Wholesale Trade	\$29,975	\$38,048	78.8%	4.0%	24.8%	1,762
Retail Trade	\$13,313	\$15,066	88.4%	5.3%	19.7%	8,885
Finance, Insurance, & Real estate	\$29,313	\$37,911	77.3%	5.9%	29.2%	1,478
Services	\$22,419	\$26,041	86.1%	2.9%	22.4%	9,336
Total Government	\$29,818	\$32,017	93.1%	2.4%	18.6%	5,301

Total Employment and Wage Distribution by Industry Division



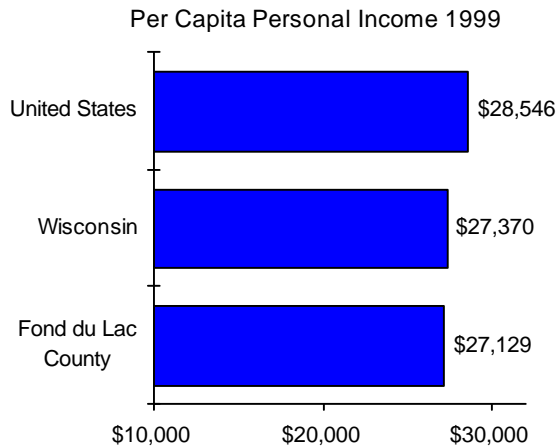
Source: WI DWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211*.

The greatest differential in average wages between Fond du Lac County and statewide levels occurs within the finance, Insurance, & real estate sector. In Fond du Lac County this industry sector's wages are 77.3 percent of the state average. It is a small industry, employment wise, in Fond du Lac County with 1,478 employees, or 3.2 percent of nonfarm wage and salary employment.

Manufacturing employment represents 31.1 percent of total jobs worked in Fond du Lac County, but 44.3 percent of all the wages paid to workers in the county. The largest manufacturing employers in this area have collective bargaining agreements, hence, the higher income for workers in that sector. Overtime wages also influence the total earnings of many manufacturing workers.

Retail trade employment represents 19.0 percent of employment, yet only 8.9 percent of the wages paid in Fond du Lac County. The wages in the retail industry represent a significantly smaller proportion of total wages than employment, because the industry employs a large number of entry-level workers willing to work for lower wages, and over 40 percent of the employment is part-time.

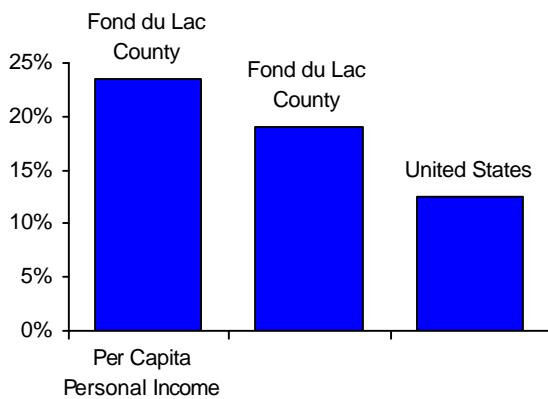
## Fond du Lac County Wage and Income Data



Per capita income is total income divided by the total number of residents. Income includes wages earned, dividends from investments, and transfer payments from the government. Fond du Lac County's per capita income ranked 10th highest of Wisconsin's 72 counties during 1999.

Per capita income can be influenced by the number of wage earners, average family size, and the median age of the residents, and it also can influence the type of services and housing available within a county.

Over the past five years, Fond du Lac County per capita income has increased by 23.5 percent and annual average wages earned in Fond du Lac County have increased by 19.1 percent. This is similar to what has occurred in many industrialized areas in the Midwest. Over the past several years, wage earners have not been able to command increases as they once seemed able to do. However, there is some evidence that wages may be increasing more quickly as the labor shortage continues to manifest itself throughout the WDA.



Per Capita Personal Income

	1994	1995	1996	1997	1998	1999	Percent Change	
							1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Fond du Lac County	\$21,973	\$22,752	\$23,749	\$24,874	\$26,362	\$27,129	2.9%	23.5%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

### Selected Occupational Wage Data

	Mean	Median
Accountant	\$ 18.29	\$ 16.58
Bartender	\$ 7.44	\$ 7.59
Cashier	\$ 7.47	\$ 7.16
Construction Laborer	\$ 12.60	\$ 12.71
Cook, Restaurant	\$ 8.36	\$ 8.11
Customer Service Representative	\$ 14.02	\$ 13.43
Human Resource Manager	\$ 22.68	\$ 22.85
Machinist	\$ 15.55	\$ 15.53
Mechanical Engineer	\$ 24.56	\$ 23.41
Millwright	\$ 20.34	\$ 19.62
Nursing Aide	\$ 9.52	\$ 9.51
Office Clerk, General	\$ 10.23	\$ 10.10
Receptionist	\$ 8.92	\$ 8.80
Retail Sales Person	\$ 9.04	\$ 7.46
Welder	\$ 15.69	\$ 13.56

Source: DWD, BWI, 1999 OES wage survey Appleton/Oshkosh/Neenah

Wages paid for work within a county can impact the type of goods and services which may be purchased. Examining wage structures can be an important part of the hiring process for both job seekers and employers. The mean wage is the sum of all wages divided by the number of wage earners; this is often referred to as an "average". The median wage is the midpoint of all wages; there are exactly the same number of wage earners above and below this wage.

The occupational wage data used here is from the Appleton/Oshkosh/Neenah Metropolitan Statistical Area. The wages are similar. They are also similar to the Sheboygan MSA wages. Wages in the county exceed the average for non-MSA counties in every occupational group.